



Employee Benefits Summary

CCEA EMPLOYEES

Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees' Retirement system (CalPERS). Both employee and the City share premium costs. Unused City benefits credits may be used for dental, vision, AD&D and Flex Spending Accounts or taken as taxable cash.

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

Retirement

The City participates in the CalPERS program. Effective January 1, 2013 the calculations are as follows:

1. 2% @ 62 formula
2. 3-year Final Average Earnings (FAE) for final compensation calculation
3. General employees will contribute the full 6.75% cost of the employee's share of retirement on a pre-tax basis

Life Insurance

The City provides each employee with life insurance equivalent to one times annual base salary. Employees may purchase optional additional life insurance.

Voluntary Benefits

The City provides various voluntary benefits available at the employee's cost.

State Disability Insurance (SDI) & Paid Family Leave (PFL)

The City provides State Disability and Paid Family Leave through EDD. SDI and PFL provide a weekly wage replacement for a non-work related injury or illness, and paid leave to care for an immediate family member.

Long Term Disability

The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.

Bilingual Pay

The City will provide additional compensation to an employee, designated by the Human Resources Department in the amount of \$40.00 per pay period for the performance of Spanish/English bilingual skills.

Holiday

The City observes 11 scheduled holidays plus one floating holiday per year.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.